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will teach you how to
critically analyse the

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internal and external factors impacting L&D, and how to evaluate the approaches to establish learning needs in organisations

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Design, Delivery and
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Module Code: BM7906: Module
Tutor: Penelope Adshead:
School: School of Business
and Technology: CAT Points:
15: Level of Study: 7: Brief
Description: The design and
delivery of learning and
development always occurs in
a specific context. The
module is intended to
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The Kirkpatrick model. The
seminal model for L&D
evaluation, first published
in the 1950s by US academic
Don Kirkpatrick remains
influential today. However,

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research conducted by

Thalheimer indicates this model was first introduced by Raymond Katzell.. It outlines four levels for evaluating learning or training: Reactions - reaction to a learning intervention that could include 'liking or ...

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Design learning plans and interventions to meet identified needs in a timely, feasible and cost-effective way, and design appropriate methods for evaluation of L&D.

Demonstrate skills of

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~~Delivery and Facilitation of~~
learning through a range of
methods and for employees at
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levels and a range of
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learning and development
always occurs in a specific
context. This course
develops a critical
understanding of the role
and influence of a range of
contextual factors on the
design, delivery and
evaluation of learning and
development plans and
interventions.

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~~Designing, Delivering and
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To develop, design and launch successful L&D programmes, an up-to-date knowledge of theory and emerging trends is needed. Crucially, this knowledge has to be paired with both an appreciation of business drivers and a strategic mindset.

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postgraduate qualification programme will teach you how to design, develop and deploy successful L&D programmes in your organisation to meet business needs.

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development is key HR practice and this is the only text to critically examine the contextual factors impacting upon these activities in organisations.

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